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Regulations for the Employment of Officers in the British Protectorates in Uganda and the East Coast of Africa.

APPOINTMENTS on the staff of the Protectorates are filled by the Secretary of State. Officers holding appointments are subject to the regulations laid down by the Secretary of State, or by the Commissioner and Consul-General with the approval of the Secretary of State.

2. Officers, on proceeding to their posts, are paid half salary from date of embarkation, and full salary from the date of leaving the coast for the interior.

Full salary can only be claimed on journeys from or to the coast for the period ordinarily occupied in a direct journey. Should that period be exceeded, full salary is not given unless a satisfactory explanation of the cause of delay is forthcoming. If an officer is detained by sickness, he is considered as being on sick leave during the period of his detention, and receives pay accordingly; but exceptions may be made by the Secretary of State as regards short periods of sickness.

3. Officers are entitled, when travelling on official business within the Protectorates or the adjoining territories connected with their administration, to payment of their reasonable travelling expenses, duly supported by vouchers. The extent of these travelling expenses is controlled within certain limits at the discretion of the Commissioner and Consul-General.

4. Officers, whether military or civil, are entitled to two months' leave annually on full pay, provided that the exigencies of the Service permit. They are allowed to accumulate this leave up to six months; that is to say, if they remain at their posts without intermission for a year and eight months, they are entitled to four months' leave; if for two years and six months, to six months' leave. An officer is not entitled to accumulated leave unless he shall have been on duty in East Africa for a minimum period of one year and eight months.

5. Leave is reckoned from the date of the officer's leaving the African coast until his return to the coast on his way to resume his duties.

6. Three months after the departure from the coast of an officer going on accumulated leave a quarter of his salary is deducted for the purpose of providing an allowance for his substitute. On the termination of his ordinary leave his salary ceases unless he is granted sick leave or special extension of ordinary leave, in which case he is placed upon half-pay.

7. When an absent officer is in receipt of full salary, the substitute receives no remuneration. When any deduction is made from the full salary, the substitute may receive such part of the sum deducted as the Secretary of State may determine, being not more than one-half of the full salary.

8. An officer entitled to not less than four months' accumulated leave is allowed the expenses of his journey to and from the coast, as well as the cost of a first-class passage to and from England.

9. In the event of an officer being compelled, owing to illness, to return to the coast before he has become entitled to accumulated leave of absence, a proportion of the expenses of his journey home, in no case exceeding 40*l*., and a similar allowance on his return to his post, may be granted to him by the Secretary of State.

10. Officers are forbidden to accept employment or emolument from any person or Association whatever, without the sanction of the Secretary of State.

11. Officers are forbidden to make communications to the press on any matter connected with the Service. Any breach of this restriction may entail dismissal.

12. An officer cannot be dismissed by Her Majesty's Commissioner and Consul-General without the sanction of the Secretary of State. If the Commissioner and

Consul-General should be of opinion that grounds exist for dismissal, he must inform the Secretary of State and await his decision.

In cases of urgency he may suspend the officer from pay and duty pending the arrival of the decision. He must at once report having done so.

13. The post at which an officer is employed is determined by the Commissioner and Consul-General, who may also at his discretion transfer him, either permanently or temporarily, from one post to another; each transfer is reported to the Secretary of State for approval.

14. Powers conferred on the Commissioner and Consul-General by these regulations are exercised in his absence by the Acting Commissioner and Consul-General.

15. All officers will be required to furnish security for the faithful discharge of their duties, and arrangements with an Insurance Company will be made on their behalf with this object, through the Crown Agents for the Colonies. The necessary premium for this service will be a charge against the salary of your appointment.*

16. Officers, whether military or civil, will be expected to pass an examination in colloquial Arabic or in the vernacular after one year's service; on so doing, they will receive a bonus of 50*l.*, which will be paid to them by the Crown Agents for the Colonies on receipt of a certificate from the Officer administering the Government.

Foreign Office,
August 5, 1899.

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* Paragraph 15 does not apply in the case of military appointments.

Regulations for the Employment of Officers in the British Protectorates in Uganda and the East Coast of Africa. n.d. TS Selected Foreign Office Files on Africa. The National Archives (Kew, United Kingdom). Nineteenth Century Collections Online. Web. 29 Apr. 2016.

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